



Bay Area Rapid Transit
Police Department

Invites applications for



Deputy Police Chief

\$120,327.97 — \$186,510.47/annually DOQ

Note: Compensation for this position is likely to be in the range of \$170,000 — \$177,000.

Post Date: December 3, 2012

Close Date: December 28, 2012, or upon receipt of 75 applications

A job at the San Francisco Bay Area Rapid Transit District (BART) offers the satisfaction of providing an invaluable public service, while accomplishing your own career goals, earning highly competitive pay, and enjoying an unparalleled benefits program. BART, one of America's premier heavy rail public transit systems, has over 3,100 employees and an operating budget in excess of \$600 million annually. Headquartered in the heart of downtown Oakland, California, BART has a service area covering the 4 county area of San Francisco, San Mateo, Alameda and Contra Costa, a total population of over 4 million people. BART's current fleet of 669 railcars allows it to achieve an average weekday ridership of over 350,000 passengers throughout its 44 stations. BART, a wonderful career opportunity.

An Equal Opportunity Employer - BART is an equal opportunity employer. Women, minorities, and persons with disabilities are encouraged to apply.

www.bart.gov/jobs



THE DEPARTMENT

The BART Police Department, with over 200 officers and another 100 supporting staff members is a significant law enforcement presence in the Bay Area. Its Chief of Police commands the department that is BART's sole law-enforcement entity and provides the full range of police services. To prepare for major emergencies, critical incidents, and tactical responses, the department is a signatory to the Bay Area's mutual-aid pacts and has teams of highly trained officers for tactical response and/or crisis negotiations.

The Patrol Bureau is decentralized into four geographical police zones, each with its own headquarters and field offices. Zone lieutenants are assigned the personnel, equipment, and resources to manage their respective police operations. This community-based deployment strategy enhances BART police's ability to work more closely with the local residents, allied public-safety agencies, businesses, schools, and other transit district employees. There are BART police facilities and field offices in Oakland, Concord, Walnut Creek, Pittsburg, El Cerrito, Dublin/Pleasanton, Castro Valley, San Leandro, Hayward, San Francisco, Colma, and San Bruno where lieutenants, sergeants, officers, and community-service officers report for duty.



THE POSITION

The District is currently seeking a Deputy Police Chief who will be responsible for managing and administering the activities of a division within the Police Department as well as assist the Chief of Police with overall operation of the Department.

The Deputy Chief role will provide abundant opportunity to develop skills in a broad range of police management activities in a dense and diverse urban environment. The job demands a creative individual who has the ability to inspire change, and the courage to support officers in performing the challenging job of policing, while demanding accountability at all levels. The BART Board and Executive Management are fully committed to the change process for the Police Department, and the Chief is equally committed to fostering effective mentoring and developmental opportunities at all levels.

THE IDEAL CANDIDATE

The ideal candidate will demonstrate outstanding leadership capabilities, strong interpersonal skills and the confidence to initiate and follow through on important changes in the Department. The Individual will also demonstrate experience and creativity around crime control strategies, community oriented policing, problem solving and working in a culturally diverse urban environment will excel in this position. This is an uncommon career-building environment.

Current employees and applicants with experience managing and supervising evidence collection and property distribution, computer-aided dispatch centers and records management systems, and budget and payroll duties within a police department are strongly encouraged to apply.



MINIMUM QUALIFICATIONS

Education: A Bachelor's degree in criminology, administration of justice, public/business administration, political science, psychology, law, education, or a closely related field from an accredited college or university. A master's degree is preferred.

Please Note: Applicants with transcripts from outside the United States or its territories must have the transcripts evaluated by an academic accrediting service.

Experience: Three (3) years of (full-time equivalent) verifiable management experience at or above the level of Police Lieutenant or as a senior civilian manager within a public safety department equivalent to that rank.

Substitution: Additional professional experience as outlined above may be substituted for the education on a year-for-year basis. A Bachelor's degree is preferred.

License or Certificate: Possession of or eligibility to possess valid Supervisory and Management certificates issued by the California Commission on Peace Officer Standards and Training (POST).

Other Requirements: Must possess a valid California driver's license and have a satisfactory driving record. Must remain firearm qualified, if applicable. Must be able to work various



ESSENTIAL JOB FUNCTIONS

- 1) Develops and directs the implementation of division goals, objectives, policies, procedures and work standards.
- 2) Plans and leads departmental activities and operations; coordinates and ensures the effectiveness and efficiencies of programs and advises the Police Chief accordingly.
- 3) Assigns, supervises, and evaluates the work of assigned staff; provides coaching and training for their professional development; works with staff to correct deficiencies; initiates and implements disciplinary procedures up to and including termination.
- 4) Determines staffing and equipment needs; participates in the selection of assigned staff, special assignments, and lateral and vertical promotions within the department.



BENEFITS

RETIREMENT PROGRAMS

BART's pension plan is through the California Public Employees' Retirement System (CalPERS), and provides for a Safety Retirement formula. Reciprocity with other public retirement systems is available.

Please note that the new District employees with a start date on or after January 1, 2013 who are not already in a PERS or reciprocal retirement system will be subject to the terms of the new Public Employee's Pension Reform Act of 2013 (AB340) affecting pensions and pension contributions.

Deferred Compensation Plan (IRC 457) is offered.

BART does not contribute to Social Security. However, Medicare contributions are made.

MEDICAL BENEFITS

Choice of HMO & PPO through CalPERS with a current monthly premium of \$89.55. You pay nothing extra for dependents.

DENTAL BENEFITS

Principal Financial Group. \$2,000 per person per calendar year with no deductible. Orthodontia—lifetime max of \$3,500 and a \$50 deductible.

VISION BENEFITS

Vision Service Plan (VSP). Standard and enhanced plans available.

VACATION

Three weeks of paid vacation after 1 year of service. Four weeks after five years of service. Five weeks after 14 years of service. Six weeks after 19 years of service.

HOLIDAYS

Nine paid statutory holidays per year
Five floating holidays per year

Vacation and holiday hours can be carried over, bought back or banked for use upon eligible termination

SICK LEAVE

Twelve days per year

LIFE INSURANCE

Up to four times annual base salary.

DISABILITY BENEFITS

Long and short-term disability benefits are provided at no cost to employees.

OTHER BENEFITS

Education Assistance Program
Employee Assistance Program
Free BART Transportation
Survivor Benefits
Flexible Spending Plan

HOW TO APPLY

External applicants may only apply online, at www.bart.gov/jobs. Applicants needing assistance with the online application process may receive additional information by calling (510) 464-6112.

Current employees are strongly encouraged to apply online, either at www.bart.gov/jobs, or on WebBART. Current employees may also apply using a BART paper application by delivering the completed form to the Human Resources Department, or by mailing it to P. O. Box 12688, Oakland, CA 94604-2688.

All applicants must complete the application in full, indicating dates of employment, all positions held, hours worked, and a full description of duties. Online applicants are invited to electronically attach a resume to the application form to provide supplemental information, but should not consider the resume a substitute for the application form itself.

Applications must be submitted (in completed form) by the closing date listed on the job announcement.

SELECTION PROCESS

Applications will be screened to assure that minimum qualifications are met. Those applicants who meet minimum qualifications will then be referred to the hiring department for the completion of further selection processes.

The selection process for this position may include a skills/performance demonstration, a written examination, and/or an individual or panel interview.

The successful candidate must have an employment history demonstrating reliability and dependability; provide copies of certificates, diplomas or other documents as required by law, including those establishing his/her right to work in the U. S.; pass a pre-employment medical examination which includes a drug and alcohol screen, and which is specific to the essential job functions and requirements. Pre-employment processing will also include a background check. (Does not apply to current full-time District employees unless specific job requires additional evaluations)



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